

EMPLOYEE BENEFITS

Peak Living provides employees with a generous benefits package. Upon hire employees are eligible for over **FIVE** weeks of paid time off! Below is a summary of our paid time off offerings.

PAID HOLIDAYS

Recognized holidays offered to full-time employees

- New Year's Day
- Memorial Day **
- 4th of July **
- Labor Day **
- Thanksgiving Day
- Christmas Eve - 1/2 day
- Christmas Day
- New Year's Eve - 1/2 day
- Birthday
- Anniversary Date with Peak Living
- Three Floating Holidays

** Employees may be required to work on a holiday depending on property performance. They will still be paid for the holiday or given a day off within the same pay period.

Birthday, Anniversary and Floating Holidays - offices open, associate off with supervisor approval

PAID TIME OFF (PTO)

PTO is an all-purpose time-off benefit for employees to use for vacation, illness or injury and personal business.

- Eligible to all full-time employees
- Accrual increases based on length of employment.
- PTO begins to accrue with employee's first full pay cycle.

Years of Service	0 - 4	4+ years
Per Pay Period Accrual	4.62 hours	6.16 hours
Annual Accrual	120 hours (3 weeks)	160 hours (4 weeks)

BENEFITS

Peak Living provides a robust benefits offering for full-time employees.

- Medical - 7 plans to choose from
- Dental
- Vision
- Health Savings and Flex Spending Accounts
- Short Term Disability
- Life Insurance
- 401k
- Employee Referral Bonus Program
- Employee Assistance Program

BENEFITS ELIGIBILITY

Who is eligible?

Full-time employees are eligible to enroll in benefits. Family members are also eligible for coverage (spouse, children up to age 26 (married or unmarried), and guardianship children).

When am I eligible?

Employees that are part of a management transition are eligible the 1st of the month following transition date. New employees must satisfy the waiting period of 1st of the month following 30 days of employment with Peak Living.

How do I enroll?

Log into Worksight 2.0 and you will be prompted to enroll after you have completed your new hire paperwork.

401 (K)

- Full / Part time employees eligible after 6 months of employment
- Can elect % amount to defer from each paycheck into 401(k)
- Peak Living will match 100% of first 1% deferred and 50% of the next 5% (i.e. if deferring 6% of pay, Peak Living will match 3.5%)
- Vesting - In order to keep funds matched by Peak Living, you must be employed minimum of two years.

401 (K) AUTO ENROLL

If you do NOT wish to participate, you need to OPT OUT.

For more information
844 - GAP - 401K
customers@slavic401k.com

Email HR@peakliving.com or Benefits@peakliving.com with any questions.